

THE GEORGE WASHINGTON UNIVERSITY  
Washington, D. C.

MINUTES OF A REGULAR MEETING OF THE  
FACULTY SENATE HELD ON NOVEMBER 10,  
1972, IN THE FACULTY CONFERENCE ROOM,  
SIXTH FLOOR, LIBRARY

- 1 The meeting was called to order by President Elliott at 2:10 p.m.

Present: President Elliott, Provost Bright, Registrar Houser, Parliamentarian Stevenson, Allen, Birnbaum for Feffer, Black, Breen, Burns, Davison, Foa, Griffith, Kaye, Kirsch, Kurtz, Marinaccio, Morgan, Nash, Pierpont, Reesing, Reich, Schiff, Schwoerer, Stevens, and Vahouny.

Absent: Angel, Barrett, Dockeray, Eisenberg, Harris, Highfill, Hobbs, R. Kramer, Liebowitz, Linton, Parrish, Sapin and Tillman.

- 2 The minutes of the regular meeting of October 13, 1972, were approved as distributed.

- 3 a. Professor Stevens, on behalf of the Executive Committee, placed in nomination the name of Associate Professor Richard A. Barrett, Business Administration, before the Senate for election to the Committee on Appointments, Salary and Promotion Policies. There were no nominations from the floor and Professor Barrett was elected unanimously.

b. Professor Stevens, on behalf of the Executive Committee, asked for Senate approval to change the January Senate meeting from January 12, 1973, to January 19, 1973, to avoid a conflict between registration and the January 12th meeting. There were no objections. The Senate approved the change of date.

- 4 a. Dr. Pierpont, on behalf of the Professional Ethics and Academic Freedom Committee, made the following reports:

(1) Interim Report regarding Resolution 71/33 Relating to Faculty Performance Standards. Dr. Pierpont stated that the Professional Ethics and Academic Freedom Committee was charged at the March, 1972, meeting of the Executive Committee with the task of determining response to Senate Resolution 71/33. On October 2, 1972, Dr. Pierpont sent the following memorandum:

TO: All Deans and Directors of the Faculties of The George Washington University

On 10 March 1972 the Faculty Senate referred Resolution 71/33, 'A Resolution Relating to Faculty Performance Standards', to The Senate Committee on Professional Ethics and Academic Freedom. The Committee was instructed to make a progress report in November and submit recommendations by February.

The Committee, therefore, requests that you submit copies of such 'performance guidelines' at each College and departmental level.

In those Colleges and departments which have no 'performance guidelines' in addition to the Faculty Code and Ordinances, please indicate 'No additional guidelines'.

This Committee plans to make a progress report to the Faculty Senate on 10 November 1972, indicating:

- a) (Additional) Faculty Performance Guidelines received.
- b) No (Additional) Faculty Performance Guidelines in existence.
- c) No response.

Attached are copies for departmental distribution, if you wish to distribute them.

A tabulation dated November 9, 1972, showing the responses to the Committee's request, is attached to these minutes and made a part of this report. The tabulation indicates that 72 schools and departments were circulated; 11% responded that they do have additional guidelines for Faculty performance; and 33% responded that they had no additional guidelines. The 33% was divided into departments which did not think additional guidelines were necessary and departments which were currently working on guidelines. Slightly over 50% had no guidelines. Associate Dean Birnbaum stated that he had checked orally with the 23 departments of the School of Medicine, and there was unanimous opinion that no additional guidelines were needed because the Code and Ordinances were sufficient. Dr. Pierpont stated that the Committee was currently working on a study of the available guidelines submitted and planned to fulfill the second part of its charge with a report in February.

- 4 a. (2) Report on Recommendations VI, VII, VIII and IX from the President's Task Force for the Medical Center regarding Appointment Procedures and Faculty.

Dr. Pierpont read the following report:

On 6 March 1972, former Dean John Parks of the Medical Center, requested the Faculty Senate to consider and act on four recommendations made by the President's Task Force for the Study of the University Medical Center.

This request for Faculty Senate action was the outgrowth of a memorandum to Dean Parks from President Elliott, dated 11 October 1971, stating 'I believe that Items VI, VII, VIII and IX require, after review by your faculty, action by the Faculty Senate, possibly by addition to the Faculty Code and Ordinances, and I would propose to forward these items to that body after your review.'

The Executive Committee of the Faculty Senate referred this request to the Committee on Professional Ethics and Academic Freedom. Our Committee submitted comments and recommendations to the Executive Committee on 27 October 1972.

Copies of the Committee's recommendations have been distributed to all members of the Faculty Senate, along with copies of the four Task Force items for reference.

- Insofar as these recommendations are detailed and involved in the Code and Ordinance structure, the Chairman of the Executive Committee suggested that they be reported out in the Faculty Senate for possible debate and one month's consideration.

It is the intent of this Committee to present a Resolution before the Senate at its regular meeting on 8 December, calling for a vote on these recommendations as the Faculty Senate response to the Medical Center.

President Elliott opened the floor to questions or comments. Professor Stevens asked when the Task Force recommendations had been presented to the Medical School Faculty for its approval. Dr. Pierpont replied that, at a General Faculty Meeting on December 15, 1971, Items I, II, III, IV, and V were adopted, in principle, for a trial period not to exceed two years. At the end of two years, there would be a review of the Plan. Professor Nash questioned the procedure concerning the Committee's report. He pointed out that the Senate had had no opportunity to debate the questions raised by the report. He suggested that it might be better to return the report to the Medical School for further recommendations. Professor Morgan asked if the Medical Faculty had taken action on recommendations VI through IX. Dr. Pierpont replied that the only information that the Committee had was a memorandum to the Chairman of the Faculty Senate on March 6, 1972, from Dean Parks stating, "Attached are recommendations from the President's Task Force for the Medical Center regarding appointment procedures and faculty tenure. These recommendations have been approved by the Faculty of the School of Medicine and have been reviewed by the President of the University. They are submitted to you for Faculty Senate consideration and action." Dr. Pierpont added that he did not know of any Faculty review of Items VI through IX. They had not been brought up at the General Faculty meeting, but, during that period, the Medical School had an Executive Faculty and Review Committee (Dean's Council). The recommendations might have been approved by those groups. Professor Morgan continued with the question whether the Medical Faculty, however defined, was at any point apprised of the peculiarity of the tenure recommendations and the clear inconsistency of the recommendations with the Code and Ordinances. Dr. Pierpont said that, to his knowledge, there had been no such review by the General Faculty. Professor Morgan asked about the composition of the Task Force that made the recommendations. Provost Bright responded that the Faculty of the Medical School did review the report and pass on it, and he did not think that the difficulty with the definition of tenure was clear-cut. Provost Bright emphasized that, in the past, the Medical School had had the problem of full-time faculty members retaining their tenured positions after their full-time association with the University had terminated. President Elliott recognized Associate Dean Birnbaum who stated that the Task Force was composed largely of members of the Medical Faculty. The Task Force had reported to the members of the General and Executive Faculties concerning the organization of the faculty of the Medical School. The first five items were in regard to the scheme of government to be adopted, and are under review by the Faculty. Items VI through IX were referred to the Senate because it was noted that these were departures from the Code and Ordinances. The idea was that the Professional Ethics and Academic Freedom Committee and/or Senate could work out whatever additions to the

Code the Senate might wish to recommend to the Board. Professor Morgan stated that he was still unclear whether all the recommendations were, in fact, approved by the General Faculty. Associate Dean Birnbaum stated that the minutes of a General Faculty meeting of the School of Medicine held December 15, 1971, showed that the Task Force recommendations were submitted and that the first part received more debate than the second part, and all the recommendations were voted upon.

Professor Nash pointed out that the debate under way was bringing to the Senate's attention the issues involved but that the Senate would need to know more precisely what goals the Medical School was trying to accomplish. Professor Nash felt that, under the circumstances, he was not in a position to make a "yes or no" answer. Professor Stevens stated that this was the reason he had had the background material distributed to the Senate for study. Professor Stevens continued the questions by asking Dr. Pierpont if, at the General Faculty meeting of the School of Medicine, it had been made clear that the position of the Dean of the School of Medicine had become quite different in character from the previous organization of the Medical School. Associate Dean Birnbaum answered that there was a Vice President for Medical Affairs, Dr. James J. Feffer, and that the Faculty was aware of the change. President Elliott asked Dr. Pierpont if he wished to add anything. Dr. Pierpont replied with the following statement:

There are three persons at this Senate meeting who were members of Subcommittee I of the President's Task Force for the Medical Center (Provost Bright, Associate Dean Birnbaum, Dr. Pierpont). My understanding of the intent of part I of the Task Force recommendations was as follows: whenever a Medical Center grows to include more schools than the Medical School, e.g., School of Dentistry, School of Nursing, etc., a Vice President for Medical Affairs is needed to coordinate the Deans of each school. This has become a traditional approach in large medical centers, e.g., Duke University Medical Center. Since the Medical Center at George Washington University accounts for over half of the annual budget expenditures of the entire University, the committee also believed it was timely to consider the additional administrative position of a Vice President for Medical Affairs. Again, the intent was to recommend an administrative Vice President position responsible for external affairs of the Center, e.g., federal aid to medical education, health care support, endowment, etc. The Vice President would report directly to the President. The Dean of the Medical Center would have downward authority over departments and internal affairs. Such a division has humorously been referred to as an 'outhouse Dean' and an 'inhouse Dean.'

Another comment of recent historic interest for the Senate is that on 15 March 1972 the Medical faculty members of the Senate requested Dean Parks to call a special meeting of the faculty to elect an ad hoc committee for faculty participation in the selection of a new Dean. This procedure was pursuant to the Code and Ordinances and was initiated because Dean Parks was reaching mandatory retirement age. Such a committee was elected and is currently searching for a Dean. Vice President Feffer is now acting Dean until that position is filled.

Professor Morgan asked the following two questions: "(1) Does the new Vice President perform some of the academic duties formerly associated with the deanship? (2) Was there a faculty committee who recommended a Vice President according to the Code?" Provost Bright replied that the Vice President is an administrative officer; the Dean is an academic officer. Provost Bright said that the Faculty of the Medical School decided that they would appoint the Dean; the President would appoint the Vice President. Professor Griffith stated that he was not clear as to what the issue was. He felt if the issue concerned changes in Medical School organization, it would be an inhouse Medical School matter. He stressed that the Medical School, by itself, could not change the Code and Ordinances. Associate Dean Birnbaum stated that it was recognized that it was beyond the authority of the Medical School Faculty to change the Code and Ordinances but that, because some conditions in the Medical School were unusual, they had come to the Senate with a request for revisions or, perhaps, additions to the Code. Professor Nash suggested that the Medical School submit its proposed changes and that the Senate then could study these changes with a view to recommending possible revision of the Code. Associate Dean Birnbaum agreed that he would work with Dr. Pierpont's committee. (NOTE - The Task Force report, herein referred to, is available for inspection in the office of the Secretary of the Senate.)

- 4 b. The Chairmen of the Senate Committees gave the following oral reports concerning the activity of their respective committees:

ADMINISTRATIVE MATTERS AS THEY AFFECT THE FACULTY  
Chairman Stefan O. Schiff

The committee has been considering the following three items: (1) The Affirmative Action Program; (2) University parking; and (3) The use of the computer in the assignment of classroom space. The committee asked for suggestions from any campus source on these three matters.

ADMISSIONS AND ADVANCED STANDING  
Chairman Bernard Reich

There were no meetings held; therefore, no items being considered. The Chairman felt that this committee might get through the whole session with no meetings.

APPOINTMENT, SALARY AND PROMOTION POLICIES (INCLUDING FRINGE BENEFITS)  
Chairman Lois G. Schwoerer

The committee has met four times and appointed four sub-committees for study of the following items: (1) Hospital insurance carrier arrangements, including the Major-Medical program; (2) The Status of Women Faculty at the University; (3) Faculty Salaries, including the AAUP's new guidelines; (4) Implementation of Senate Resolution 69/12, Concerning Procedures for Making Decisions Affecting Faculty Status; (5) Benefits for retired and emeritus faculty; and (6) Affirmative Action Plan.

ATHLETICS  
Chairman George V. Vahouny

The committee planned to meet for the first time on November 16, 1972. Two items would be considered: (1) Relations with the NCAA, and (2) Physical Activities Facility.

EDUCATIONAL POLICY

Chairman Arthur D. Kirsch

The committee has met several times and three major items were being considered: (1) University calendar with special attention to Jewish holidays; (2) Academic Forum - no recommendation yet; and (3) Off-campus programs as they relate to educational policy.

LIBRARY

Chairman William B. Griffith

The committee was continuing its study of Resolution 71/20, To Improve Fiscal Support to the Library, and will be prepared to offer recommendations at the December meeting.

PHYSICAL FACILITIES

Chairman Joseph Foa

The committee has met several times and is considering the Master Plan for the University and alternative recommendations to the Master Plan. If the committee is not ready for recommendations at the February meeting, it will submit an interim report.

PROFESSIONAL ETHICS AND ACADEMIC FREEDOM

Chairman Howard Pierpont

The committee has met several times and the major items are: (1) Revision of the Code and Ordinances; and (2) The Task Force Report of the Medical School.

PUBLIC CEREMONIES

Chairman Grover L. Angel

The committee has met at which time actions were taken with regard to the awarding of Honorary Degrees at the February 1973 Convocation. (By written report.)

RESEARCH

Chairman James L. Breen

The committee has met and considered what its role should be regarding all research on campus. The committee would welcome any suggestions as to the direction the committee should take.

STUDENT FINANCIAL AID

Chairman Roderic H. Davison

The committee has not met; therefore, has no actions to report.

UNIVERSITY OBJECTIVES

Chairman Guy Black

The committee has scheduled a meeting to discuss the purposes and the role served by the University Objectives Committee.

UNIVERSITY RESOURCES

Chairman John Kaye

The committee has met and considered Resolution 72/2, Relating to the Principle of Voluntary Optional Retirement at Age 62, and will have a resolution for the next meeting.

UNIVERSITY AND URBAN AFFAIRS

Acting Chairman Marvin Gordon

The committee currently plans to examine various aspects of faculty participation in urban affairs. It proposes, initially, to review the type and degree of recognition of such activity by departments and colleges, in light of University and AAUP guidelines.

JOINT COMMITTEE OF FACULTY AND STUDENTS

Faculty Co-Chairman Anthony Marinaccio

The committee has met several times and elected five sub-committees to work on the following items: (1) Ombudsman; (2) President's Awards; (3) Recognition procedures for student organizations; (4) Revision of policies and regulations; and (5) Academic Dishonesty.

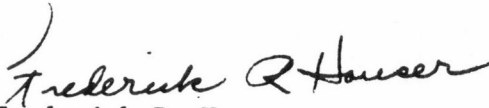
At the conclusion of the oral reports, President Elliott requested the Chairmen to submit such reports in written form to the Secretary. (NOTE - These reports, in more detailed form, are available in the office of the Secretary of the Senate.)

c. Professor Stevens, on behalf of the Executive Committee, submitted the following reports:

(1) The Budget Sub-Committee was enlarged. The original members are: Professors Guy Black, Business Economics; Arthur D. Kirsch, Statistics; Edwin J. B. Lewis, Accounting; Alvin E. Parrish, Medicine; and Henry Solomon, Chairman, Economics. The new members are: Professors Hugh L. LeBlanc, Political Science; James F. Burks, Languages; T. P. G. Liverman, Mathematics; Robert G. Dixon, Jr., Law; Presson S. Shane, Engineering; Anthony Marinaccio, Education; and Julian Eisenstein, Physics.

(2) As of October 20, 1972, all the colleges and schools had elected their representatives to the 1972 Review Committee of the Faculty Organization Plan. The Review Committee is composed of the following members: Professors Robert C. Willson, Theodore P. Perros, Columbian College of Arts and Sciences; Maximillian Pock, John Cibinic, Jr., National Law Center; Howard C. Pierpont, Norman C. Kramer, School of Medicine; Martha N. Rashid, Rita J. K. Ives, School of Education; Barry I. Hyman, Raymond Pickholtz, School of Engineering and Applied Science; Bernard Reich, Joseph Aschheim, School of Public and International Affairs; Rudolph Hugh, Artley J. Zuchelli, Graduate School of Arts and Sciences; and Richard F. Ericson, Stephen S. Fuller, School of Government and Business Administration. Professor Stevens convened the initial meeting of the Review Committee on November 1, 1972. Professor Pock was elected Chairman but will be unable to serve as Chairman. Professor Cibinic agreed to call the second meeting of the Review Committee. It was suggested that all members of the University community who wish to make recommendations to the Review Committee channel such suggestions through the representatives of the school most closely concerned.

- 5 There were no statements made under Brief Statements.
- 6 Upon motion duly made and seconded, President Elliott adjourned the meeting at 3:27 p.m.

  
Frederick R. Houser  
Secretary

A Study of Faculty Performance Guidelines reasonably  
required by the programs of each College and department  
in The George Washington University

COLLEGES		ADDITIONAL GUIDELINES YES	ADDITIONAL GUIDELINES NO	NO RESPONSE
<u>Columbian College</u>	(25)	<u>X</u>		
American Studies Program			X	
Anthropology			X	
Art		X		
Biological Sciences				X
Chemistry				X
Classics				X
Economics				X
English			X	
Geography and Regional Science				X
Geology			X	
Germanic Languages and Literatures		X		
History		X		
Journalism			X	
Mathematics			X	
Music				X
Philosophy			X	
Physics			X	
Political Science		X		
Psychology			X	
Religion				X
Romance Languages and Literatures			X	
Slavic Languages and Literatures			X	
Sociology				X
Speech and Drama			X	
Statistics				X
<u>School of Education</u>	(3)		<u>X</u>	
Education			X	
Physical Education			X	
Special Education			X	
<u>School of Engineering and Applied Science</u>	(4)			<u>X</u>
Civil, Mechanical and Environmental Engineering				X
Electrical Engineering and Computer Science				X
Engineering Administration				X
Operations Research				X

COLLEGES	ADDITIONAL GUIDELINES YES	ADDITIONAL GUIDELINES NO	NO RESPONSE
School of Government and Business Administration	(6)		$\overline{X}$
Accounting			X
Business Administration	X		
Health Care Administration			X
Management Science			X
Public Administration			X
Urban and Regional Planning			X
Graduate School of Arts and Sciences (1)			$\overline{X}$
Forensic Science			X
School of Medicine	(23)	$\overline{X}$	
Anatomy			X
Anesthesiology			X
Biochemistry		X	
Child Health and Development			X
Clinical Engineering			X
Dermatology			X
Epidemiology and Environmental Health			X
Medical and Public Affairs			X
Medicine			X
Microbiology		X	
Neurology		X	
Neurological Surgery			X
Obstetrics and Gynecology			X
Ophthalmology			X
Orthopaedic Surgery			X
Otolaryngology			X
Pathology		X	
Pharmacology		X	
Physiology			X
Psychiatry and Behavioral Sciences		X	
Radiology			X
Surgery			X
Urology			X
National Law Center	(1)	$\overline{X}$	
Law		X	
Public and International Affairs (1)		$\overline{X}$	
East-Asian Languages and Literatures (International Affairs)		X	
Individual Responses			
Schools	8	2	3
Departments	64	6	36
	72	8	39
Percent	11%	35%	54%

9 November 1972

Committee on Professional Ethics  
and Academic Freedom  
Chairman, Howard Pierpont

*Howard Pierpont*

THE GEORGE WASHINGTON UNIVERSITY  
Washington, D. C.

November 2, 1972

The Faculty Senate

The Faculty Senate will meet on Friday, November 10, 1972, at 2:10 p.m.,  
in the Faculty Conference Room on the sixth floor of the Library.

AGENDA

1. Call to order
2. Minutes of the regular meeting of October 13, 1972
3. General Business:
  - (a) Nomination and election of Associate Professor Richard A. Barrett, Business Administration, to the Committee on Appointments, Salary and Promotion Policies
  - (b) Change of date of January Senate meeting from January 12, 1973, to January 19, 1973
4. Reports:
  - (a) By Professional Ethics and Academic Freedom Committee:
    - (1) Interim Report regarding Resolution 71/33 Relating to Faculty Performance Standards
    - (2) Report on Recommendations VI, VII, VIII and IX from the President's Task Force for the Medical Center regarding appointment procedures and faculty
  - (b) By Senate Committee Chairmen:
    - (1) Activity of respective committees
  - (c) By Executive Committee:
    - (1) Enlarged Budget Sub-Committee
    - (2) Status of Review Committee of the Faculty Organization Plan
5. Brief Statements
6. Adjournment

  
Frederick R. Houser  
Secretary

